

# CONNECTION

L I B R A R Y O F C A L I F O R N I A

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## "From Interns to Library Leaders": Filling Public Library vacancies in Los Angeles

By Cindy Mediavilla

*FILL Project Coordinator*

Early last year, the *Los Angeles Times* published an article decrying the "vexing shortage of public librarians" in local area libraries ("Shortage of Librarians Stifling Expansion," April 30, 2001). The reasons cited for the county-wide shortage included recent "baby boomer" retirements, an expanded universe of library employment options, and non-competitive wages.

Though dismaying, this picture was not news to Los Angeles area library directors. For months job openings for librarians had gone unfilled, and even the Los Angeles Public Library continued suffering from a 17 percent vacancy rate for entry-level librarian positions.

The directors of the 32-member libraries of the Metropolitan Cooperative Library System (MCLS), one of fifteen cooperative library systems of the California Library Services Act, decided to take action. Not only did they vote to allocate \$50,000 to develop a way to encourage library school students to pursue a career in public librarianship, but they also applied for a Library Services and Technology Act (LSTA) grant to create a model internship program that could be replicated throughout the state. That program, called "From Interns to Library Leaders" (FILL), is nearing the end of its first highly successful year.

Through the FILL project, students are paid to work 120 (UCLA) or 135 (SJSU) hours in an MCLS member library. The project also underwrites the interns' membership in the California Library Association and sponsors attendance at the Simon Wiesenthal Museum's "Tools for Tolerance" workshop.

The project builds on internship programs already in place at the Southern California campuses of the state's two library schools: the University of California, Los Angeles (UCLA) Department of Information Studies and the

distance education campus of the San José State University (SJSU) School of Library and Information Science. Both library education programs have, for some time, offered students an opportunity to earn course credit by experiencing real-life library work first hand. Unfortunately, in recent years the number of students completing public library internships in these library school programs has

significantly declined.

Students have given several reasons for abandoning their pursuit of a public librarianship career. To some, the lure of interning in a movie studio library, for example, sounds much more glamorous than working in a public library. Also, public librarians have not been marketing themselves: they often wait for potential interns to "just show up" instead of actively recruiting interns. According to students, offering paid internships is an enticing way to persuade fledgling professionals to try public librarianship.

"The monetary incentive gave me more latitude with my schedule and increased my interest in a public library practicum," one SJSU student recently admitted. "Without the money, I may have first tried to arrange another academic practicum."

It's not surprising that a healthy wage inspires students to try something new. Although reviews are still coming in, the program is showing positive



*Please see Filling Vacancies, page 2*

## from page 1 • Filling Vacancies



outcomes. Unlike most public libraries that offer non-paying internships, FILL provides generous compensation at \$3,500 per internship. The grant has also boosted the quality of the internship experience for both the student and the library.

"I think that since [FILL] sites are competing for interns, they are likely to craft a good internship experience that will be valuable for the students," one UCLA grad observed.

MCLS libraries benefit, too. As one librarian noted, "The pay aspect can only serve to elevate the quality of the program. By making public library internships more attractive, it would seem self-evident that we will attract a higher quality group of interns to this area."

For some interns, money is not always the program's big draw. A recent group of 20 interns indicated they wanted to participate in FILL because they could either work in a public library for the first time, or they were able to broaden their current or previous experience working or interning in a public library. One SJSU student, a long-time public library paraprofessional, said she wanted to work "in a different environment," where she could get to know "new people" and learn another library's policies. A second student, who had never worked in a public library, responded that she wanted "experience, experience, experience!" Still others see FILL as an effective way to help them decide which type of librarianship to pursue after graduation.

As one UCLA student declared about the project, "When I started [library school], I had intended to be an archivist; however, [my FILL] experience...made it immediately clear...how much I belonged in a public library. It made me realize that I enjoyed working with children and that children's librarianship was a real possibility for me."

The "From Interns to Library Leaders" project is supported by the U.S. Institute of Museum and Library Services under the provisions of LSTA, administered in California by the State Librarian.

To date, 27 students, 10 from SJSU and 17 from UCLA, have completed the program. An additional 19 are currently working in summer internships. It is hoped that through second year LSTA funding, 60 more students will be placed in MCLS member libraries.

For more information, please contact Cindy Mediavilla, FILL project coordinator, by phone at (310) 206-2962, or send an email to [cmediavi@ucla.edu](mailto:cmediavi@ucla.edu); or contact Kathy Low, human resources development consultant, California State Library, at (916) 653-6822, or send an email to [klow@library.ca.gov](mailto:klow@library.ca.gov).

## Mark Parker leaving the State Library

Mark Parker, bureau chief of the Library Development Services (LDS) bureau is leaving the State Library at the end of September to accept a position of Deputy Library Director for Administrative Services at the Sacramento Public Library, the fifth largest public library in the state. Former LDS bureau chief, Liz Gibson, will act as interim bureau chief, while the recruitment and selection process for a replacement for Mr. Parker is completed. Tom Andersen, formerly California Library Services Act (CLSA) program coordinator, has been promoted to fill the vacancy at assistant bureau chief, left by Ms. Gibson. Diana Paque continues in the third management position in the bureau, directing the Library of California and CLSA

programs. Contact information for all three of the LDS bureau managers remains the same.

LDS and State Library staff congratulate Mark on his new position and wish him the best in his new endeavors. Dr. Kevin Starr, State Librarian, sums up the feelings of the staff when he says: "Mark will be sorely missed. He has made great contributions to the bureau and the entire library in his tenure as bureau chief. He has helped increase computer capabilities for the entire library and has been instrumental in development of LSTA projects to assist local libraries of all types throughout the state, as well as to make the State Library more accessible and useful to all. I wish him every success in his new position at Sacramento Public Library."

# Overview: Joint Use School and Public Library Facilities in California

By **Linda Springer**, *Deputy Bond Act Manager*  
and **Patricia Brown Zografos**, *Technical Assistance Consultant*  
*Office of Library Construction, California State Library*

Joint Use libraries combine the collections and services of school and public libraries and operate collaboratively to serve the library needs of school children, young adults and adults in the community. The two broad

categories of Joint Use libraries are "Co-located" and "Joint Venture" projects. The library services are defined by a

Joint Use Cooperative Agreement between the school district or districts, and the public library jurisdiction which will operate the library.

A Co-located library is one facility which houses a combined school library and public library, either on or off school property. A Joint Venture is a project which involves using a public library facility to jointly serve

both public library users and K-12 students. An example of a Joint Venture project might be a Computer Center which provides educational technologies to aid K-12 learning activities as well as a range of computer literacy activities and classes for public library users. Another example would be a Family Literacy Center, housed in the public library. This center would house materials and space for tutoring and instructional activities for both K-12 students and their families or care-givers.

Aside from physically sharing a library facility and materials, K-12 schools and public libraries may also agree to share electronic and telecommunication services which complement the school's curriculum as well as carry out the public library's role. A wide area network between the public library and the school, shared database licensing and/or a shared catalog and circulation system are examples of these shared services.

The idea of Joint Use public and school library collaboration has been around for over a century in this country, and recently, with the advent of Proposition 13, there has been increased interest in California. One of the perceived benefits to any community, in addition to the services provided, is the potential savings of tax dollars. In some cases, Joint Use projects may help eliminate the duplication of services provided by separate school library media centers and the public library.

There are, of course, also some potential concerns with Joint Use libraries. Location is an important issue and the needs of the public library differ significantly from the needs of a school library. Public libraries traditionally locate near population centers, close to major thoroughfares, public transit and community activity centers in order to increase the use potential of the facility by the public. Schools, on the other hand, are not generally located in such busy, high traffic areas, primarily because of the high cost of land and safety issues.

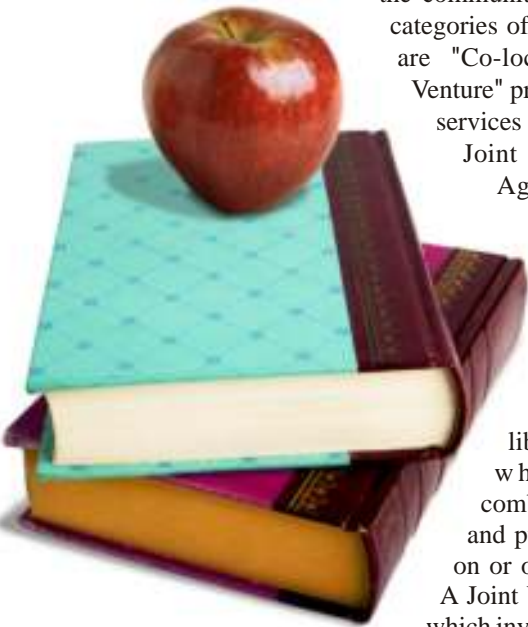
In a Co-located library, on school property, there may be security concerns regarding adult library patrons freely entering the shared public library, during the hours that students are in school. Other areas of potential difficulty due to the varying needs of the public and the school libraries include collection development. While the school library traditionally purchases materials to support and enhance the curriculum of the school, as well as materials geared toward the needs of the age-group in attendance at the school, the collection development for the public library is much more diverse and geared toward adult patrons as well as children. Questions may arise not only about the content of the collection, but also about the level of access by the student population.

Many people feel that Joint Use library facilities support the growing prominence of community education and life-long learning, two ideas which place the public library and the school as central learning institutions for the community. Planning for such a joint cooperative venture, therefore, requires planning not just for the school or the library, but rather for the community as a whole. A community needs assessment, geared specifically toward a Joint Use project, would, of necessity, survey the demographics of the entire community as well as that of the school population as it exists currently, and as it is projected into the future.

There are many issues to consider in planning a joint use facility, including the terms of the agreement between the operating library district and the school district.

The components of the agreement must include such issues as ownership and maintenance, staffing, funding, hours of service and the roles of each party to the agreement. There should also be a clause anticipating reviewing or modifying the agreement in the future, if necessary.

A bibliography of Joint Use libraries is available in a California State Library publication entitled *Public and School Libraries: Issues and Options of Joint Use Facilities and Cooperative Agreements*. Copies of this publication are available from the Office of Library Construction, by emailing [scaves@library.ca.gov](mailto:scaves@library.ca.gov). The "California Joint Use Public/School Library Facilities Survey" which identifies joint use libraries in the state of California is available on the Office of Library Construction website at [www.olc.library.ca.gov](http://www.olc.library.ca.gov).







# SIBL attracts new partners in its outreach campaign

By Carole Talan

Literacy Consultant, Library Development Services Bureau  
California State Library

The Songs Inspired by Literature Project (SIBL) continues to lead an awareness and outreach campaign for one of this country's most critical but least discussed problems: adults who cannot read or write. A non-profit organization based in Northern California, SIBL is made up of musicians, authors, librarians, teachers, and journalists. SIBL's programs and projects inspire adults who need to improve their literacy skills. SIBL also attracts volunteers and supporters on behalf of literacy providers, many of whom do not have the financial resources or expertise to launch such a massive public awareness campaign.

Debra Pardes, SIBL's founder and director, recently announced an expansion of her partnership with libraries, musicians, literacy programs and others to include two exciting new partnerships with popular book chains Barnes and Noble and Borders Books and Music.

In September, Barnes and Noble will be displaying two counter-top CD holders in each store - one in their music section and one in their book section. Barnes and Noble, which has 300 stores, has purchased 3,000 units. The stands will differ from the current display "boxes" in that they will display an actual CD BOOKLET as well as basic information about SIBL and adult literacy. Usually, publishing companies and record companies pay several thousand dollars for this type of prime placement: SIBL is receiving it for free!

Borders Books and Music recently donated listening booth space in each of their 350 stores during the month of September. This type of placement generally starts at a cost of \$10,000 and climbs as high as \$30,000 per month, which shows that this is a great local donation. When you go into a Borders in September, look for listening booths with several

CDs displayed in the booths. Each CD is assigned a number; SIBL's Chapter One CD will be in one of those displays along with a number of major label titles and performers.

Literacy Coalitions and local libraries are encouraged to talk to their local stores to make this promotion and these new partnerships become a true CAMPAIGN FOR LITERACY. Libraries might want to focus on International Literacy Day to kick off a local promotion.

## 2nd Annual Songwriting Contest and Benefit CD

SIBL's second annual songwriting competition of music inspired by literature is already underway. March 2003 will mark the release of "The SIBL Project - Chapter Two" featuring songs inspired by literature (SIBLs) written by world class artists as well as 10 new winning songs from SIBL's second international songwriting competition. Chapter Two will include "A Good Man is Hard to Find" by Tom Waits (from his new release "Blood Money") that was inspired by the Flannery O'Connor novel with the same title. Both CD's will raise awareness and funds for library adult literacy services that teach adults basic reading and writing skills for free.

This project is supported in part by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian.

For more information about SIBL, see the March 2002 issue of *Connection*. To learn more about how to take part in this program, visit the SIBL website at [www.siblproject.org](http://www.siblproject.org). For further information, contact Deborah Pardes, coordinator for the SIBL Project, at (415) 553-3330, or send an email to [sibl@mentalmusic.com](mailto:sibl@mentalmusic.com); or contact Carole Talan at (916) 653-8032, or by email to [ctalan@library.ca.gov](mailto:ctalan@library.ca.gov).

SIBL's motto is: **Inspire someone to read-even if it's YOU!**

## Annual Directory and Statistics publications produced

State Librarian, Dr. Kevin Starr, announces the publication and distribution of the 2002 editions of the *California Library Directory* and *California Library Statistics*. Libraries which contribute to this data collection and compilation effort have already received their initial shipment of these publications covering the 2000/01 fiscal year.

New to this year's statistics publication is a table providing public library literacy statistics in seven different statistical categories in a fashion similar to that which we have done with children's services statistics for some years. The table appears as Page 8 in each population group in the public library tables. New in the directory publication are

separate listings of contact information for Library of California regions and CLSA systems as well as for the California Public Library Construction and Renovation Board.

Additional copies are available by written request (no telephone or voice mail) to Geovanna Tolliver-Bean, fax: 916-653-8443 or [gtolliver@library.ca.gov](mailto:gtolliver@library.ca.gov). Mailed requests may be addressed to Ms. Tolliver-Bean at: California State Library - LDS, PO Box 942837, Sacramento, CA 94237-0001.

Libraries wishing to begin participating in this statewide data collection can contact Liz Gibson at [lgibson@library.ca.gov](mailto:lgibson@library.ca.gov).

# California's State Plan for use of LSTA funds has been completed - use of these funds will focus on end user

**By Liz Gibson**

*Library Programs Consultant  
Library Development Services Bureau  
California State Library*

On July 31, 2002, the California State Library (CSL) filed the 2002/03-2006/07 State Plan for use of Library Services and Technology (LSTA) funds with the Institute of Museum and Library Services (IMLS). This document, created with the assistance and input of library staff and patrons throughout California, charts our libraries' use of LSTA funding for the next five years.

Priorities include Californians' increased access to quality education through the assistance of excellent libraries of all types, increased availability to and understanding of electronic information systems for these clients, even more effective and responsive library staff, increased services to disabled Californians, and implementation of services more relevant to Californians as the demographic makeup of California continually changes.

Literally thousands of projects to increase information services to all Californians can be proposed by California libraries under this plan, including - but certainly not limited to:

- Electronic homework assistance programs
- Deployment of distance learning
- Functional literacy services
- Training and technical assistance for libraries on conducting community needs and assets assessment
- Providing increased, affordable access to the Internet
- Leadership training and mentoring for future library leaders
- Statewide recruitment campaign for new librarians and paraprofessionals
- Training for current library staff and trustees in areas identified by various continuing education needs assessments
- Statewide program to assist libraries of all types in developing and adapting services for people with disabilities
- New approaches to serving specific library client groups

- Training programs and workshops to emphasize community-based planning

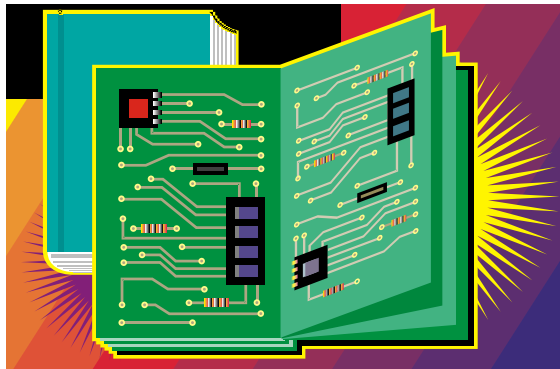
The plan introduces Outcomes Measurement as a means of reporting back to the U.S. Congress the impacts that the LSTA dollars they appropriate make on individual Californians. The statewide outcomes expected in the plan range from people with disabilities reporting that their local libraries (of any type) are more welcoming, relevant, and easy to use; to users of libraries of all types, which undergo formal planning

processes provided by LSTA projects, reporting that their library meets their needs and that they plan to visit the library again; to people in libraries of all types, who have used library-based electronic information resources supported by LSTA projects, reporting that they have benefited from that use; to California children in grades K-6 reporting increased use of their school library; to patrons having access

to distance education and/or online learning curricula and/or resources in at least 50% of public libraries in California.

The plan is presented in a new format defined by the IMLS, which is the federal agency that administers these funds. The plan is based on numerous needs assessments conducted throughout the last five years, including a survey of library staff and trustees in early 2002 and a set of in-depth interviews of visionaries from many different vocations, professions, and avocations in late 2000. The dozens of needs identified were culled to five top priorities to focus the directions of this plan. Then five goals were identified to address the specific purposes of LSTA and to narrow the scope of the myriad activities that these funds might address to a more realistic set that could show some real outcomes affecting the end user for the dollars spent. An evaluation plan was developed, including both target outputs and outcomes, and a set of specific programs for the initial uses of LSTA under this plan was defined. All of this is documented in the plan, which is available on the CSL Web site at [www.library.ca.gov](http://www.library.ca.gov), under the LSTA Grants link.

For further information, contact Tom Andersen, LDS assistant bureau chief, at (916) 653-7391, or send an email to [tandersen@library.ca.gov](mailto:tandersen@library.ca.gov); or contact Jay Cunningham, LSTA coordinator, at (916) 653-8112, or by email to [jcunningham@library.ca.gov](mailto:jcunningham@library.ca.gov).



Provider: *Infopeople*  
Course: **Teaching The Public To Use  
Digital Resources**

Dates and locations:  
Wednesday, August 28,  
Pleasant Hill-Contra Costa County Library  
Monday, September 9, National City Public Library  
Monday, September 23, Cerritos Public Library  
<http://infopeople.org/WS/workshop/Workshop/85>

Provider: *Infopeople*  
Course: **Cataloging Fundamentals**  
Dates and locations:  
Tuesday, August 6,  
Bakersfield-Beale Memorial Library  
Monday, August 19, San Francisco Public Library  
<http://www.infopeople.org/WS/workshop/Directions>

Provider: *Infopeople*  
Course: **Using the Web for Collection Development**  
Date and location:  
Wednesday, August 21, Cerritos Public Library  
<http://infopeople.org/WS/workshop/Workshop/73>

Provider: *Infopeople*  
Course: **Business Resources on the Internet**  
Dates and locations:  
Friday, August 23, Cerritos Public Library  
Thursday, September 5, San Francisco Public Library  
Thursday, September 19, Fresno County Public Library  
Friday, October 4, San Jose Public Library  
Friday, October 18, Los Angeles Public Library  
<http://infopeople.org/WS/workshop/Workshop/98>

Provider: *Infopeople*  
Course: **Library Laws for the Web Environment**  
(distance learning course)  
<http://infopeople.org/WS/workshop/Workshop/86>:

Provider: *Infopeople*  
Course: **Surfing the Curriculum:  
K-12 Internet Resources**  
Dates and locations:  
Monday, August 12, San Francisco Public Library  
Friday, August 30, National City Public Library  
Monday, September 9, San Jose Public Library  
Tuesday, September 24,  
Bakersfield-Beale Memorial Library  
Tuesday, October 8, Cerritos Public Library  
Thursday, October 17,  
Sacramento County Office of Education  
Wednesday, October 30, Los Angeles Public Library  
<http://infopeople.org/WS/workshop/Workshop/88>

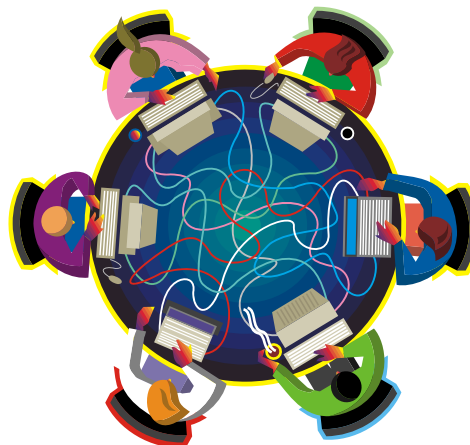
Provider: *Infopeople*  
Course: **Gumby Meets Dewey:  
Rethinking Library Staffing Issues**

Date and location:  
Friday, August 30, San Jose Public Library  
<http://infopeople.org/WS/workshop/Workshop/59>

Provider: *Infopeople*  
Course: **Ready Reference on the Internet: 2002**  
Dates and Locations:  
Tuesday, August 6,  
Vallejo-John F. Kennedy Library Branch  
Thursday, August 22, National City Public Library  
Tuesday, September 10, San Jose Public Library  
Wednesday, September 25, Cerritos Public Library  
<http://infopeople.org/WS/workshop/Workshop/96>

Provider: *Infopeople*  
Course: **Practical Technology for  
Children's Library Service**  
Dates and locations:  
Friday, August 16, Cerritos Public Library  
Thursday, August 29, San Bernardino Public Library  
Wednesday, September 18, Cerritos Public Library  
<http://infopeople.org/WS/workshop/Workshop/91>

Provider: *Infopeople*  
Course: **Computer and Internet  
Troubleshooting 101**  
Date and location:  
Wednesday, October 9, 2002,  
San Francisco Public Library  
<http://infopeople.org/WS/workshop/Workshop/51>



If you would like your library-related training event included in *Connection*, please send event information to Sarah Dalton, *Connection* editor at [sdalton@library.ca.gov](mailto:sdalton@library.ca.gov)

## August

### August 14-15, 2002

Library of California board meeting, Sacramento

## November

### November 13-16, 2002

California School Library Association (CSLA),  
Annual Conference, Sacramento

### November 15-18, 2002

California Library Association (CLA), Annual Conference, Sacramento

### November 19-20, 2002

Library of California board meeting, Sacramento

## 2003

## January

### January 24-29, 2003

American Library Association (ALA) Midwinter Meeting, Philadelphia

## April

### April 10-13, 2003

Association of College & Research Libraries (ACRL),  
11th National Conference, Charlotte, North Carolina

## May

### May 2-7, 2003

Medical Library Association (MLA) Annual Conference, San Diego

## June

### June 7-12, 2003

Special Libraries Association (SLA) Annual Conference, New York City

### June 19-25, 2003

American Library Association (ALA) Annual Conference,  
Toronto, Canada

## July

### July 12-16, 2003

American Association of Law Libraries (AALL)  
Annual Conference, Seattle

## October

### October 22-26, 2003

American Association of School Librarians (AASL)  
National Conference, Kansas City, Missouri

## CONNECTION

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### Dr. Kevin Starr

*State Librarian*

(916) 654-0174

kstarr@library.ca.gov

### Sarah Dalton

*Communications*

*Editor*

(916) 654-1483

sdalton@library.ca.gov

### Christopher Berger

*Library Development Services*

*Assistant Editor*

(916) 653-8313

cberger@library.ca.gov

### Library of California Board

**Victoria Fong**

*President*

Articles for inclusion in a  
future issue of the  
*Connection* are welcomed.  
Please submit articles or  
suggestions to the *Connection*  
editor, Sarah Dalton.



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California Public Library Construction  
and Renovation Board  
<http://www.olc.library.ca.gov/board.asp>